It has been a very busy start to the year, so busy in fact that we were delayed getting this issue off to ‘press’. Fortunately, the fact that we have been busy has largely been for the right reasons. We are pressing ahead on several important projects, not the least of which has been welcoming into our community yet more exciting colleagues, many of whom are profiled in these pages. For the second year in a row, I have been in the rather unique position as an Arts Dean of not only being able to replace many of our retirements, but more tellingly we have added new positions.

Thanks to the efforts of Bill Chesney and the recruiting team in Arts Undergraduate Office, we have welcomed more new undergraduates than we had first anticipated. We had a great turnout of faculty, staff and student volunteers at this year’s Ontario University Fair and I am grateful to them for helping to convey what is so exciting about Arts@ Waterloo. Linda Warley and her colleagues across the Faculty have worked equally hard to ensure the health of our graduate programs. This is yet another instance where once again I feel both unique and privileged compared to Arts’ deans at other universities. Flattening demographics, increased competition for qualified students, and the public battering of arts degrees have all too often led to falling enrolments. So far we have been spared the worst effects of this situation yet I am mindful of the dangers of complacency, and our strategic planning will be vital to strengthening our position.

Over the course of the next couple of months, we will be putting the final touches to the Faculty of Arts Strategic Plan. It is tempting at times to surrender to the prevailing mood of doom and gloom, yet I remain optimistic, and that is not just the espresso talking. As evidenced from discussions with prospective students and their families at the Ontario
University Fair, Waterloo Arts already enjoys a somewhat distinctive reputation, which we are striving to articulate and expand beyond co-op and Arts and Business. Our strategic plan will not only seek to make those differences explicit, but will suggest ways to build on them so as to make Arts@Waterloo a destination for students, faculty, staff (and geese) alike.

The other major development is that we have been given the green light to develop some much-needed and long-overdue space for our students. Surveys undertaken by us and by the Arts Student Union identified the lack of study and social space for students as their number one concern. We will be working with an architect to design an extension of Hagey Hall that will be dedicated exclusively to providing students with space to collaborate, to study, and to socialize. And it is also my intention that somewhere within this renovation will be found a place providing quality coffee after 4 in the afternoon for my fellow java-heads.

Finally, and recognizing that ultimately our success as a Faculty hinges upon our collective and individual commitments to scholarship, teaching, and collegiality, I’d like to announce the six recipients of the inaugural Arts Awards:

- Christina Vester (Classical Studies), Teaching Award
- Greg Andres (Philosophy), Teaching Award
- Shannon Dea (Philosophy), Service Award
- Doug Kirton (Fine Arts), Service Award
- Peter Carrington (Sociology and Legal Studies), Research Award
- Lois Andison (Fine Arts), Research Award

You can read more about these six colleagues below, and on 14 November at 4:00 in the Festival Room of South Campus Hall, please join us to formally recognize their contributions and to also celebrate the many other honours and distinctions Arts colleagues have earned over the past year.

Welcome to our new faculty and staff

who joined Arts between September 1, 2012 and August 31, 2013

ACCOUNTING AND FINANCE

Victoria Bambrick | Experiential Learning & Career Development Coach | Victoria is part of a team dedicated to ensuring SAF students participate fully in the experiential learning components of their programs and enter the workforce as professionals; she will develop coaching and awareness programs and assist in the development of co-op/internship and job development.

Carrie Gilmour | Recruitment Assistant and Webmaster | Carrie is not new to Arts - during 2011-12, she served in a secondment position as a recruitment assistant in the Undergraduate Office. In SAF Carrie will develop and maintain multi-media and web strategies to support recruitment, student engagement, advancement, and co-op employer relations.

Kelly Millar | Recruitment and Admissions Coordinator | Kelly returns to SAF from Co-op Education and Career Action. She will be accountable for the development and implementation of recruitment and event plans in support of overall recruitment, admissions, student engagement, and the general marketing goals of the School.

Karen Schooley | Graduate Studies Co-ordinator | Karen joined the School from Electrical and Computer Engineering. Her role in SAF is to administer graduate affairs, and to serve as a source of information, guidance, and problem-solving to students and faculty.

D’Arcy Delamere | Lecturer | D’Arcy has an MBA and extensive business experience at the senior executive level with Clarica Life Insurance Company, The Mutual Group and the Royal Bank of Canada. He will teach in the areas of accounting and finance.

Shari Mann | Lecturer | Shari is a Waterloo graduate and a Chartered Accountant who has worked with KPMG. She will bring to the classroom extensive experience in all aspects of financial accounting and assurance.

W. Timothy Mitchell | Assistant Professor | Tim completed his PhD at University of Kentucky before taking a position at Georgia State University. At Waterloo, he will teach management accounting and continue research into...
how selected attributes of performance based compensation schemes affect behaviour.

Tu Nguyen | Assistant Professor | Having recently completed her PhD at Drexel University, Tu will teach in the area of corporate finance and continue her research in empirical corporate finance, including mergers and acquisitions, executive compensation, and corporate governance.

Bradley Pomeroy | Assistant Professor | Joining Waterloo from the University of Illinois at Urbana-Champaign, Brad will contribute to the teaching of assurance. His research interests include the nature of professional judgment and decision making in accounting contexts.

Jie Joyce Tian | Assistant Professor | Joyce recently held a position at University of Alberta. She will teach courses in managerial accounting, financial accounting and auditing, and continue her research in executive compensation and decision making, roles of boards in monitoring and advising, and subjective performance evaluation.

ARTS ADVANCEMENT
Sherri Anne Arsenault | Advancement Assistant | Sherri Anne has been with Arts Advancement since last January. Her role includes providing administrative and executive support to the Faculty’s fundraising and alumni relations programs.

ARTS UNDERGRADUATE OFFICE
Ketri Grisé | Senior Student Services Assistant | Ketri joined the AUO in October of 2012 and was promoted in March to the role of Senior Student Services Assistant. She provides support to the academic advisors and the AUO’s administration; she also supports Robert Ryan in developing Arts’ international exchange program.

Amy Meredith | Arts Recruitment Specialist | Amy is leading the development of strategies and communication plans for Arts’ undergraduate recruitment efforts, working in tandem with the AUO and Marketing and Undergraduate Recruitment (MUR). Her position (like similar positions in AHS, Science, and Environment) is funded by MUR.

Jennifer Ozols | Student Services Assistant | Jennifer’s role includes providing front-line customer service, especially to undergraduate students seeking academic advice, and she supports the academic advisors in the AUO. Jennifer previously worked on contract in Fine Arts administration.

Nga Tran | Undergraduate Recruitment Co-ordinator | Nga came to the AUO from a position as special events co-ordinator with the Federation of Students. She is responsible for developing the portion of the Faculty's UG marketing and recruitment plan that includes relationship building, event strategies, and strategic use of new media.

DEAN OF ARTS OFFICE
Megan Scarborough | Communications and Graduate Recruitment Officer | Working with Arts’ communications manager, Megan helps to position and promote the Faculty as well as implement graduate recruitment initiatives, all with a particular focus on digital communications, including websites, social media and video. She brings a strong marketing background to her role.

DRAMA AND SPEECH COMMUNICATION
Paul Cegys | Lecturer | Paul has studied and worked internationally and has significant expertise related to design aesthetics, new lighting and projection technologies. He teaches courses in theatre design, technical production, and stage management; and will contribute to productions and creative work in the department.

Shana MacDonald | Assistant Professor | Shana is an accomplished media and installation artist and holds a PhD in Communication and Culture from York University. She teaches communication courses and continues her research in the areas of feminist art and aesthetics, performance and communication, and media studies.

Kim Nguyen | Assistant Professor | With a PhD from University of Iowa, Kim studies the rhetoric of war, which she approaches through critical and cultural studies perspectives. She will teach in the Speech Communication and Arts & Business programs.

Janelle Rainville | Theatre and Production Manager | Janelle rejoined the department in August, having previously worked with Drama in sessional roles. She brings a substantial professional background in production management to her position, which includes management of the Theatre of the Arts and of Drama productions.

Gerald Voorhees | Assistant Professor | Coming from a position at Oregon State University, Gerald teaches in Speech Communication and programs at the Stratford campus. Holding a PhD from the University of Iowa, his areas of expertise include critical-cultural rhetorical studies of digital media and popular culture.
ECONOMICS

Ana Ferrer | Associate Professor | Coming to Waterloo from the University of Calgary, Ana has research interests in labour economics, human capital, the economics of immigration, and family economics. She combines her research with an interest in public policy.

Francisco Gonzalez | Professor | Francisco completed a PhD at Boston University before taking positions at UBC and University of Calgary. He has published research in the areas of social conflict, inequity, unemployment and economic fluctuations, and received numerous teaching awards.

Patricia Gruber | Administrative Assistant | Pat has been with Economics since mid-June, and comes to Waterloo from the high-tech sector. Her role includes establishing, maintaining, and overseeing effective administrative processes in the department.

ENGLISH LANGUAGE AND LITERATURE

Agata Antkiewicz | Games Institute Project Manager | Agata works with Neil Randall to manage a substantial SSHRC IMMERSe grant. She is also assisting the department and the Faculty with the university’s research compliance initiative. Agata comes to Waterloo from a position at CI/GI and has an academic background in international economics.

Frances Condon | Associate Professor | Frankie completed her PhD at University of New York before taking positions at St. Cloud University, and University of Nebraska, where she has most recently been Faculty Coordinator of the Writing Centre. She will contribute to both the English department and the Master of Public Service program.

Jennifer Harris | Associate Professor | After completing her PhD at York University, Jennifer took a position at Mount Allison University. She is a specialist in nineteenth-century American literature, African-American literature, and transnational approaches to literature – and currently writes the department’s Words in Place blog.

Emily Hudson | UG Studies Program Co-ordinator and Advisor | Emily comes to the English department from a position in the Faculty of Economics at Cambridge University. Her role includes organizing and administering academic services for the undergraduate program and providing guidance its students.

FINE ARTS/INDEPENDENT STUDIES

Linda Carson | Lecturer | Linda teaches in Fine Arts, Psychology and Environment, and takes the helm as Director of Independent Studies. She has extensive experience with the Waterloo Unlimited Program, the Shad Valley Institute and her own art school in Waterloo.

FINE ARTS

Jessica Thompson | Assistant Professor | Jessica’s artistic practice focuses on sound, performance and mobile technologies. Her work investigates spatial and social conditions within the urban environment, which will enable her to contribute to the digital art components of programs in Fine Arts and at the Stratford Campus.

Jane Tingley | Assistant Professor | Jane has an extensive artistic practice in hybrid media with an emphasis on digital interactivity which will inform her teaching in programs at the Stratford Campus. Her work explores how the body can have meaningful interactions with technological environments or systems.

FRENCH STUDIES

Murielle Landry | Undergraduate Program Assistant | Murielle has a BSc in Kinesiology with experience in both research and front-line service. She provides administrative support to the French undergraduate programs and general support to faculty and sessional instructors, all in both languages.

Caroline Lebrec | Lecturer | Caroline completed her PhD at University of Toronto and will teach and strengthen the department’s expertise in the areas of popular literature and digital culture.

HISTORY

Erin Campbell | Administrative Co-ordinator, Undergraduate Studies | Erin is a recent graduate of the MA program in Communication Studies at Laurier and holds a BA from Waterloo. Her role involves providing administrative support to the History undergraduate programs and general support to faculty and sessional instructors.

PSYCHOLOGY

Edward Bauer | ITC Project Programmer | Edward’s role involves programming and maintaining the ITC customized database in response to the needs of research personnel as they prepare, manage and document survey questionnaires for the international evaluation of tobacco control policies.
Heather Beaudin | Head Preschool Teacher, ECEC
Heather is responsible for daily planning and delivery of the ECEC programs. In the ECEC, undergraduate and graduate students and faculty members conduct observational and/or interactive research with children 2.5 to 5 years of age.

Mary Culham | ITC Finance and Grant Administrator
Mary’s role is to handle the ITC’s financial accounting and reporting, and to co-ordinate all ITC grant applications and awards submitted. ITC had 29 research grants at the time Mary’s position was created.

Dana Komer | ITC Administrative Manager
Dana provides administrative oversight to ITC’s HR management and financial planning, and oversees ITC’s grants, awards and contracts in partnership with the Research Office. She is also accountable for managing space for ITC.

Michelle Manios | Research Experience and Ethics Administrator
Michelle returns to Psychology from a position as Graduate and Research Co-ordinator in Math. Michelle oversees policies in practices in two major areas in Psychology — the undergraduate participant pools, and the Psychology Delegated Ethics Review Committee (DERC).

Amanda McIntosh | ITC Administrative Assistant
Amanda comes to the ITC Project from the Centre for Contact Lens Research; she provides a range of administrative support to the ITC project’s Director, Administrative Manager, Knowledge Translation Manager and Research Scientist, and facilitates the efficient daily operations of the ITC.

Evan Risko | Assistant Professor
Evan has held positions at Arizona State University and University of Memphis prior to returning to his alma mater. His current major area of research is embodied or embedded cognition—the close ties between the mental and the physical.

Pamela Seeds | Lecturer
Pamela has recently completed her PhD from University of Western Ontario with an internship at Hamilton Health Sciences. She is an experienced teacher and will extend Psychology’s clinical expertise in the areas of child and family treatment, with particular focus on the problems of depression.

Megan Tait | ITC Data Visualization Developer
Megan’s role is to clean, process and manage various ITC datasets, to compute descriptive statistics, carry out basic statistical analyses and create analytic datasets, including derived variables. She is also involved in disseminating data visualizations.

SOCIOLOGY AND LEGAL STUDIES
Rea Holness | Administrative Assistant
Rea joined the department after holding a project manager position at (then) RIM. Her position as Admin Assistant involves establishing and maintaining effective administrative processes for the department.

Ceylan Turkeri | Administrative Assistant, Legal Studies
Ceylan is responsible for administration within the Legal Studies program. She has had experience at Waterloo in the CE department and in Combinatorics and Optimization, and most recently worked as an international education advisor and program co-ordinator in the International Student Office.

Cetta Mainwaring | Assistant Professor
Cetta completed her PhD at University of Oxford and will teach in immigration, migration and diaspora studies. She is breaking ground in her research on the use of visa regulations to manage population migrations in Europe and North America.

SPANISH AND LATIN AMERICAN STUDIES
Camelia Nunez | Lecturer
Nearly finished her PhD from Western University, Camelia teaches language and linguistic courses, while also running a community service learning group. In addition, she holds a uWaterloo MBET degree from which Camelia founded Milao Language, an interactive, avatar-based language learning program.

STRATFORD CAMPUS
Beth Cotter | Manager, CECR Programs
Beth provides planning and support to the commercialization and outreach activities associated with the Centre of Excellence for the Commercialization and Research grant, which is shared with Communitech. CECR goals include exploring disruptive, revolutionary and evolutionary technologies in the digital media industry.

Leanne Perreault | Administrative Officer
Leanne’s accountabilities include maintaining the financial and operational stability of the Stratford Campus, and providing business and facilities management. She came to Stratford from a position as manager of corporate communications at Fanshawe College.

Andrea West | Administrative Assistant, Academic Programs
Andrea came to the Stratford Campus from the Grand River Hospital Foundation; her role at Stratford includes providing administrative support to the Global Business and Digital Arts and the Master of Digital Experiential Innovation programs.
Arts Awards recipients respond to a Proust Questionnaire

Congratulations to the six inaugural Arts Award recipients. The official celebration of these and many other accomplishments in Arts will take place on November 14 – join us, if you can. Meanwhile, let’s celebrate some other aspects of arts and life with a Proust Q and A. (What is a Proust Questionnaire, you might ask? Google it, or listen to CBC’s The Next Chapter.)

Greg Andres (Philosophy), Teaching Award
What is your idea of happiness? Pain from training for the Ironman.
What is your idea of misery? Not being in pain.
Who are your favorite heroes/heroines in fiction? You can’t imagine how much I dislike reading fiction!!!
What figures in world history do you most dislike? Thomas Aquinas.
Who are your favorite prose authors? I enjoy reading any author whose writing is clear. Don’t muddy the waters then call it deep!
What is your favorite food or drink? I’ll eat pretty much anything. Although I find seafood sketchy if it doesn’t come in a can. I’m also from Saskatchewan.
What natural talent would you most like to possess? To be able to swim like a dolphin!

Lois Andison (Fine Arts), Research Award
What is your idea of happiness? Not being afraid to do things that I am afraid of.
What is your idea of misery? Being stuck.
What do you most value in your friends? Sincerity, generosity, trust.
What are your favourite flowers? The morning glory, the day lily, the evening primrose.
What are your favourite names? Cornelia Fidelity (the name of my friend’s flower shop from years past).
What is your favorite motto? I’ve suffered a thousand catastrophes, most of them never happened (not sure who wrote this but my partner used to say it a lot).
What is your favourite virtue? Compassion for all living things.
Who are your favorite artists? As a student I loved Joseph Beuys, Eva Hesse and Rebecca Horn. I saw Marina Abramovic at the MOMA as she performed the Artist is Present – and that was amazing. Again with the performative, the film on Pina Bausch deepened my belief in art.
What is your favorite food or drink? I got to say (maybe it is the time of year) that I love pumpkin pie. I also love risotto. I have made squash risotto and it was lovely - but I have never made pumpkin risotto.
What natural talent would you most like to possess? A more natural affinity towards, and understanding of, electronic and mechanical processes and systems - it is always a struggle for me and I need to understand them for my work. I am also not great with sequencing (think dance steps).
Christina Vester (Classical Studies), Teaching Award

What is your idea of happiness? Shaping a magical union of speed and sound (i.e., skiing really fast while listening to Blue Rodeo. And not crashing. But if I do fall, not losing my glasses.).

What is your idea of misery? Not being able to provide for or protect my family.

Who are your favourite fictional heroes/heroines? Those who spring to mind first: Dido, Captain Corelli, Spock, Adrian Mole, Hagar Shipley, Harriet Ross, Swamp Thing, Dr. Who

What is your favourite food? Egg salad sandwich (made with capers, celery, lettuce, and served on a slow baked whole grain baguette). That or a mango.

What natural talent would you most like to possess? To be able to sing, play guitar, and to speak 6 or more languages - though not all at once.

What is your favorite food or drink? Favourite food: “Tangy Buffalo Chicken Pasta Salad” (rice rotini) made by my wife, Lynne. Favourite Drink: Gevalia coffee in the morning and Guinness in the evening after work.

What natural talent would you most like to possess? There are several, but Lynne wishes I could dance.

Peter Carrington (Sociology and Legal Studies), Research Award

What is your idea of happiness? Doing research

What is your idea of misery? Listening to myself lecturing

Who are your favorite heroes/heroines? Neil Burnside

What figures in world history do you most dislike? Napoleon

Who are your favorite prose authors? Doris Lessing

What is your favorite food or drink? Grilled sardines and akvavit.

What natural talent would you most like to possess? Musicianship

Shannon Dea (Philosophy), Service Award

What is your idea of happiness? Arrival lounges -- setting foot in a new place.

What is your idea of misery? Departure lounges -- leaving someplace I like.

Who are your favorite prose authors? It’s a tie between Raymond Carver and Alice Munro.

What is your favorite food or drink? What figures in world history do you most dislike? Watermelon. I don’t know why, but I can’t resist it. When I was pregnant with my daughter, I ate about one a day. I still love it. In Nanjing, they sell big pieces of watermelon on wooden sticks for the equivalent of 33 cents. Yum!
Teaching Fellow on a mission

JAMES SKIDMORE, Teaching Fellow

Last year Shannon Dea pioneered the role of Teaching Fellow in the Faculty of Arts, but she is now on sabbaticle. I am stepping into the breach this year, and then the two of us will be performing Teaching Fellow duties in 2014-2015.

Even though teaching and research at universities are considered equally important, research is—to paraphrase George Orwell—more equal than teaching. Teaching Fellows are on a mission to restore some balance to that equation and to encourage all of us to reflect on how we can improve our students’ learning. We do a lot of that already in this faculty, and my role is simply to support and promote that.

I’m especially interested in practical issues surrounding teaching in Arts. I’ll be meeting with new faculty members, both as a group and individually, to learn about their instructional needs and help them become the instructors they want to be. In fact I’m available to any instructor who is looking for objective, collegial feedback on syllabi, lecturing style, clothing choices, you name it.

In some ways I wish I were called Change Agent; I want to facilitate improvements in a number of areas. Instructors have next to no input on the design of teaching space on this campus. We can do more to coordinate the first-year learning experience of our students. And even though we do a lot of online teaching in Arts, we don’t talk about it much.

Here’s one modest step towards change: Kyle Scholz (CTE Liaison to Arts) and I have been developing a virtual space for discussing teaching in the faculty. And so we introduce The Chalkboard, a blog hosted on the Arts site where you’ll find information on events and tools as well as some reflections on teaching in Arts. Check it out!

Meet Arts’ CTE Liaison

KYLE SCHOLZ, PhD candidate

My name is Kyle Scholz and this summer I started in my role at the Centre for Teaching Excellence as the liaison for the Faculty of Arts and University Colleges. As your liaison, I can work with you to help reinforce your teaching practices and encourage pedagogical innovation in your approaches to teaching.

Areas of support which may be of interest to you as faculty members, lecturers or sessional instructors are:

- Consultations: We can sit down and discuss aspects of your current courses and determine ways in which to better achieve your teaching and learning objectives.

- LEARN implementations: The online learning environment has many affordances, and I can share techniques which allow you to harness the potential of LEARN.

- Teaching innovations: Various institutions continue to introduce new technologies and innovations into their classrooms. I can share insight into what teaching innovations currently exist and how they can be incorporated into your in-class or online learning environment.

- Connect you to other CTE resources: At the CTE, we have many individuals who specialize in aspects of teaching and pedagogy. I am happy to get you in contact with the right person within the CTE to accomplish your teaching and educational goals.

In the Faculty of Arts, and at the University Colleges, I believe that we pride ourselves on great teaching, and I only hope to further build that recognition.

Please feel free to contact me at kwscholz@uwaterloo.ca or at ext. 33851. I look forward to meeting with many of you.
Arts in the **real world**

The Faculty of Arts recently conducted a survey of our alumni asking a range of questions that can be boiled down to “What is the value of your Arts degree(s)?” Here are a few snippets from their responses:

**Patrick Hofmann, BA ’94, English, is a User Experience Designer for Google, Australia:** “Arts grads excel at extrapolating and communicating the problems, then proposing, articulating, and crafting the solutions… If we’re keen to solve problems and create new ideas, we should be enthusiastically open to any opportunity, and thirst for the possibility of change at any moment. Career-searching is not about scanning for the ideal job title: it’s about finding the ideal environment in which you can excel.”

**Mary Simpson Jones, BA ’95, Psychology, is an Occupational Therapist at Grand River Hospital in Kitchener:** “The world is not a direct door from school to a job any more. Arts gives you the tools to seek information, and taught me how to find out where I fit in the world… My Arts degree gave me a framework for success, the foundation to build on, and pushed me to be self-directed.”

**Susie Simon Daniels, MA ’94, English, is a Usability Analyst for BlackBerry:** “The value of an Arts degree… teaches you to observe, learn, explain, clarify and teach. For example, people approach technology or financial information and often need it to be translated… Arts grads can help others make sense of technical information.”

**Ian Ray Barcarse, BA ’11, Speech Communication, is a Manager for Marketing & Community Relations at Edge Interactive:** “A liberal arts education has taught me to think critically, be resourceful and creative. Being surrounded by students with an entrepreneurial spirit and a passion for technology influenced the way I think and work.”

**Rosemary Peros, MA ’87, Economics, is a Senior Product Manager at Manulife Financial:** “Employers are looking for people who are adaptable to change; technology and work are changing so rapidly; if you can’t adapt, you won’t succeed. Arts gave me a phenomenal background and base that allowed me to move on to the real world.”

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**Feedback, please**

We publish five issues of Inside Arts per year.

Send your comments and ideas to wphilpott@uwaterloo.ca.